IDENTIFICATION OF IMPEDIMENTS AND GOALS

What is a housing impediment? A housing impediment is any action, omission, or decision that restricts, or has the effect of restricting, the availability of housing choices, based on race, color, religion, sex, disability, familial status, or national origin. The following impediments were identified as factors that contribute to housing discrimination in the City of Montgomery, Alabama.

Each contributing factor is associated with a goal developed to reduce theimpediment. These items, along with the Assessment of Past Goals, form the basis for the City's Fair Housing Action Plan. The Fair Housing Action Plan describes specific steps that the City of Montgomery, Alabam should take to eliminate impediments to fair housing choice and estimates the cost, complexity, and timeframe associated with implementing each action item. Potential partners and funding sources are identified to facilitate the implementation of the recommended initiatives. As many contributing factors are outside of the City's authority – for example, the City has no influence over the number of available Housing Choice Vouchers – only action steps that can be taken by municipal entities are described.

An action item's complexity is assessed based on the level of coordination and technical expertise necessary to implement the initiative. Items with a "Low" score can be implemented with little need for public coordination or technical assistance. Conversely, items with a "High" score will require significant public involvement and coordination with other City departments and/or external agencies, and likely require specialtechnical assistance.

Action items with a score of "Medium" fall somewhere in between. The cost of implementing each action item is estimated using the following scale: (1) Low – Less than $1,000, (2) Medium - $1,000 to $10,000, and (3) High – Greater than $10,000. The timeframe associated with implementing each action item is estimated using the following scale:

- Short – Less than one year,
- Medium – One to three years, and
- Long – Greater than three years.

The impediments and goals are as follows:

- **Impediment #1:** Defunding of the current fair housing enforcement agencies makes enforcing fair housing laws difficult;
    - **Goal #1:** Meet with housing stakeholders in the City to discuss and assess the current climate of enforcing fair housing and develop and implement a citwide strategic plan to promote fair housng and enforce applicable regulations.

- **Impediment #2:** Lack of a fair housing center in the City and the region will make it hard for residents to file complaints as it relates to housing discrimination, may result in higher cases of discrimination, and lead to an increase in substandard housing;
    - **Goal #2:** Meet local and regional housing stakeholders to discuss ways to financially support the local fair housing center to work cases primarily in the City or seek to develop a regional partnership with other communities to fund a regional fair housing center.

- **Impediment #3:** Lack of fair housing education and outreach efforts to educate residents about their rights and responsibilities and to deter housing discrimination;
    - **Goal #3:** Increase fair housing education and outreach opportunities available to residents, landlords, property management agents, and real estate professionals; city staff, appointed board members and commissions; and City leaders.

- **Impediment #4**: Persons with limited English proficiency may not be able to fully access the City of Montgomery, Alabama housing and community development programs and services for which they are eligible due to language barriers;
    - **Goal #4:** Continue to reach out and ensure that persons with limited English proficiency can access the City's affordable housing and community development services and programs.

- **Impediment #5:** An inadequate supply of affordable housing including elderly, veterans, homeless and disability housing throughout the City of Montgomery, Alabama;
    - **Goal #5:** Continue to expand affordable housing choice throughout the City of Montgomery, Alabama (to include high opportunity areas) to meet existing and future market demand for elderly, veteran, homeless and disability housing throughout the City of Montgomery, Alabama.

- **Impediment #6:** The City of Montgomery, Alabama needs to develop a more concise plan for targeted neighborhood reinvestment to include providing economic development support to new small businesses that will create jobs;
    - **Goal #6:** Continue to provide economic development support, such as infrastructure assistance for new small businesses, to fill market niches and create jobs.

- **Impediment #7:** The City of Montgomery, Alabama's updated zoning ordinance does not specifically address any prohibitions in its ordinances to prevent housing discrimination or to promote affirmatively furthering fair housing;
    - **Goal #7:** Review the City of Montgomery, Alabama's updated zoning ordinance as it relates to affirmatively furthering fair housing and incorporate the necessary language that supports and ensure fair housing, while removing all vagueness and ambiguities.

City of Montgomery, Alabama Fair Housing Plan						
Goal	**Action Items**	**Complexity**	**Cost**	**Funding Source**	**Timeframe**	**Implementation Partners**
Goal #1: Assess the current fair housing climate in light of the defunding of fair housing agencies in the state	• Meet with housing stakeholders in the City to discuss the current climate of enforcing fair housing and develop and implement a citywide strategic plan to promote fair housing and enforce applicable regulations.	Medium	Low	CDBG, HOME, ESG, General Fund	Medium	City of Montgomery Legal Department, City of Montgomery Housing Department, City of Montgomery Community Development Department, Legal Services of Alabama, Alabama Department of Economic Affairs, Mid-Alabama Coalition for the Homeless, and Montgomery Housing Authority
Goal #2: Explore supporting a new fair housing enforcement entity for the City or region	• Meet local and regional housing stakeholders to discuss ways to financially support our local fair housing to work cases primarily in the City or seek to develop a regional partnership with regional municipalities to fund a regional fair housing center.	Medium	Medium	CDBG, HOME, ESG, General Fund, Philanthropy	Medium	City of Montgomery Legal Department, City of Montgomery Housing Department, City of Montgomery Community Development Department, City of Montgomery Housing Code Department, Legal Services of Alabama, Alabama Department of Economic Affairs, Mid-Alabama Coalition for the Homeless, and Montgomery Housing Authority.
Goal #3: Increase fair housing education and outreach opportunities for residents, landlords, property management agents, real estate professionals, city staff, appointed board members, commissioners, and city leaders.	• Continue fair housing education activities, with a focus on expanding the pool of organizations with whom the City and County work, i.e. churches, schools, limited English proficiency communities and organizations.	Low	Low	CDBG, HOME, ESG	Medium	City of Montgomery Housing Department, City of Montgomery Community Development Department, Montgomery Housing Authority, Mid-Alabama Coalition for the Homeless, Montgomery Personnel Board, Local Banks, Local Colleges & Universities, and Other Local Stakeholders.

City of Montgomery, Alabama Fair Housing Plan						
Goal	**Action Items**	**Complexity**	**Cost**	**Funding Source**	**Timeframe**	**Implementation Partners**
Goal #4: Continue to serve persons with limited English proficiency	• Continue outreach and ensure that persons with limited English proficiency can access the City's affordable housing and community development services and programs.	Low	Low	CDBG, HOME, ESG	Medium	City of Montgomery Housing Department, City of Montgomery Community Development Department, Montgomery Housing Authority, Mid-Alabama Coalition for the Homeless, Banks, Local Colleges & Univerities and Other Local Stakeholders
Goal #5: Expand affordable housing choice for all residents throughout the City of Montgomery, Alabama	• Continue to expand affordable housing choice throughout the City of Montgomery, Alabama (to include high opportunity areas) to meet existing and future market demand for elderly, veteran, homeless and disability housing throughout the City of Montgomery, Alabama.	High	High	CDBG, HOME, Banks, Low Income Housing Tax Credits, New Market Tax Credits, Businesse, Philanthropy	Long	City of Montgomery Housing Department, City of Montgomery Community Development Department, Montgomery Housing Authority, Mid-Alabama Coalition for the Homeless, Banks, Local Colleges and Universities, and Other Local Stakeholders.
Goal #6: Continue to provide economic development support, such as infrastructure assistance for new small businesses, to fill market niches, and create jobs.	• In partnership with local workforce development agencies, colleges and universities offer employment readiness and job search assistance to low and moderate income residents who are unemployed or underemployed.	Medium	Medium	CDBG, General Fund, Buisnesses, State, Philanthropy	Long	City of Montgomery Housing Department, City of Montgomery Community Development Department, Montgomery Housing Authority, Mid-Alabama Coalition for the Homeless, Local Colleges and Universities, Banks and Other Local Stakeholders.
Goal #7: Review City's proposed updated zoning ordinance to ensure its promotion of fair housing.	• Review the City of Montgomery, Alabama's updated zoning ordinance as it relates to affirmatively furthering fair housing and incorporate the necessary language that supports and ensure fair housing, while removing all vagueness and ambiguities.	medium	Low	City	Medium	City of Montgomery Legal Department, City of Montgomery Housing Department, City of Montgomery Community Development Department, and City of Montgomery Planning Department.